



Think Rights!

Discrimination based on
SEX is prohibited.



Canadian Human
Rights Commission
Commission canadienne
des droits de la personne

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Questions

You are protected against discrimination in employment and in many other areas of life, such as services, housing, the administration of laws, and so on, by both federal and provincial human rights laws.

An act of discrimination may be the intentional result of prejudice, but unequal treatment can also result from systems and practices that were not begun with the intention of discriminating but which have this effect just the same.

If you know or suspect that you have been unfavourably treated because of your sex, contact your federal or provincial human rights commission at the addresses given at the end of this pamphlet. If your situation is governed by federal laws, the Canadian Human Rights Commission will look after it. If it comes under provincial laws, the human rights commission in that province will handle the case. Either way, whichever commission you turn to will refer your case to the correct one, if necessary.

You do not have to be afraid that the person or agency you complain about will pay you back in some way for causing trouble. Under the Canadian Human Rights Act, anyone who threatens or intimidates a complainant or witness can be convicted of an offence and required to pay a large fine.

I'm used to travelling in my work, and my husband and children have got a good system worked out for when I am away. I recently went to a job interview where the people were very polite to me and never asked me if I was free to travel or not. Later, I found out that they asked the successful candidate about this and that travelling is part of the job. Can they assume that I'm not free to travel just because I am a woman?

No, they can't. If your complaint to the human rights commission resulted in a finding that men and women were treated differently as candidates for this job, then discrimination would have taken place. An employer cannot assume that a woman is not free to travel in the course of her job—or that she will ask

for time off when her children are sick, or that she will move away soon because her husband has a job that involves transfers or any other such generalized idea. These assumptions are discriminatory. If travelling is really a requirement of this job, then all candidates should be made aware of it in advance. If travelling is only optional, then no one should be asked about it. Furthermore, it is a discriminatory practice to put requirements which are not really essential to the job into a job description or to ask about them in an interview with the intention of discouraging certain applicants.

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My applications for work have been turned down twice because I "haven't worked" in the last seven years. I was working as a full-time mother, which is not the same thing as being unemployed in the sense of not being able to land a job. Can they treat me this way?

No. These employers are using a system which started out on an acceptable principle—that they want steady workers with good employment records. But the way they are applying it is having a discriminatory effect on you. Even if the company did not mean to discriminate, even if there is no ill will intended, the impact of this policy gives you an unequal opportunity, since your seven years out of the work force do not make you an unreliable worker.

Someone in my office is continuously hassling me with sexual advances. I am afraid that this situation will cost me my job if I don't "co-operate". What can I do?

Inform a supervisor, manager or personnel officer of the situation. Sexual harassment, if it affects your employment in any way, is discrimination based on a prohibited ground. Similarly, terms of employment or the provision of goods, facilities or accommodation conditional upon a person submitting to sexual advances constitutes discrimination.

A man or woman who experiences this sort of pressure can complain to the Canadian Human Rights Commission.

I guess my husband and I are too unusual. Most of his experience is in clerical jobs and most of mine is in industry. We are both registered with an employment agency which is trying to get him to take a welding course and me to take a typing test. Actually, I would like that welding course myself, but the agency keeps insisting that my husband take it. Can I get this straightened out?

Get the Human Rights Commission to help you—maybe it won't even take a formal complaint. This kind of discrimination based on sex is prohibited. It still sometimes goes on—and often the people doing it have perfectly good intentions—but it is usually quite easy to clear up when the Human Rights Commission steps in.

To find out more about your rights under federal legislation, contact the Canadian Human Rights Commission at one of these addresses:

National Office:

Canadian Human Rights
Commission
Department of Justice
Confederation Building
P.O. Box 1750
St. John's, A1C 5T7
Telephone: (709) 737-2109

NEWFOUNDLAND

Human rights legislation varies from province to province with respect to matters under provincial jurisdiction. Contact your provincial human rights commission at one of these locations:

ONTARIO
Human Rights Commission
400 University Avenue
12th Floor
Toronto, M5G 1S5
Telephone: (416) 965-6841

ONTARIO

Human Rights Commission
400 University Avenue
12th Floor
Toronto, M5G 1S5
Telephone: (416) 965-6841

PRINCE EDWARD ISLAND
Human Rights Commission
180 Richmond Street - Room 4
P.O. Box 2000
Charlottetown, C1A 7N8
Telephone: (902) 894-7797

MANITOBA

Human Rights Commission
Suite 200 - 322 Portage Avenue
Winnipeg, R3B 2C1
Telephone: (204) 944-3007

NOVA SCOTIA
Human Rights Commission
Lord Nelson Arcade
Lower Main Floor
5675 Spring Garden Road
Halifax, Nova Scotia
B3J 1H1
Telephone: (902) 426-6380

SASKATCHEWAN

Human Rights Commission
2604-4th Street East
Saskatoon S7H 0V7
Telephone: (306) 664-5952

NEW BRUNSWICK
Human Rights Commission
P.O. Box 6000
Fredericton, E3B 5H1
Telephone: (506) 453-2301

ALBERTA

Human Rights Commission
501 - Edwards Professional Bldg.
1005-111th Street
Edmonton, T5K 2H8
Telephone: (403) 427-7661

QUEBEC
Commission des droits
de la personne
360 rue Saint-Jacques, Mezzanine
Montréal, H2Y 1P5
Telephone: (514) 873-5146

QUEBEC

Human Rights Commission
789 West Pender, Room 1002
Vancouver, British Columbia
V6C 1H2
Telephone: (604) 666-2251

WESTERN REGION

QUEBEC RÉGION

WESTERN REGION

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Answers



Pensez Droits!

La discrimination fondée sur le SEXE est interdite.



Commission canadienne
des droits de la personne
Canadian Human
Rights Commission

Questions

La Loi fédérale et les lois provinciales sur les droits de la personne vous protègent contre la discrimination en matière d'emploi et dans bien d'autres domaines, par exemple, la qualité des services auxquels vous avez droit l'hébergement, l'administration des lois, et ainsi de suite.

Un acte discriminatoire peut être commis intentionnellement, en raison d'un préjugé, mais il peut aussi être le résultat de méthodes et de pratiques qui, sans avoir été établies avec de telles intentions, n'en ont pas moins des effets discriminatoires.

Si vous savez ou si vous soupçonnez que vous avez été défavorisé à cause de votre sexe, communiquez avec la Commission fédérale des droits de la personne ou avec votre commission provinciale aux adresses indiquées à la fin de cette brochure. Si votre cas relève de la compétence fédérale, la Commission canadienne des droits de la personne se chargera d'étudier vos doléances. S'il s'agit d'une question relative à une loi provinciale, la Commission des droits de la personne de la province en cause s'occupera de votre plainte. D'une façon ou d'une autre, quelle que soit la commission à laquelle vous ferez appel, on vous indiquera au besoin à qui vous devez vous adresser.

Non, on ne le peut pas. Si, après étude de votre plainte, la Commission des droits de la personne en venait à la conclusion que les hommes et les femmes ont été traités différemment à l'occasion de ces entrevues, il serait alors établi qu'il y a eu discrimination. Un employeur ne peut pas supposer qu'une femme n'est pas libre

Vous n'avez pas à craindre que la personne ou l'organisme contre qui vous portez plainte n'use de représailles à votre endroit. La Loi canadienne sur les droits de la personne stipule que toute personne qui menace ou intimide un plaignant ou un témoin peut être reconnue coupable d'infraction et être condamnée à payer une amende substantielle.

Même si les idées évoluent, bien des gens se cramponnent encore à la pensée que certaines fonctions ne peuvent être assumées que par des femmes tandis que d'autres ne peuvent l'être que par des hommes. A cause des stéréotypes de ce genre, il arrive aussi que les femmes aient plus de difficultés que les hommes à obtenir certains services (tels que le crédit), à avoir accès à certaines installations (par exemple, une salle de réunion pour un groupe) ou à se servir de moyens d'hébergement (dans des camps de travail isolés par exemple). Ces clichés peuvent aussi jouer contre les hommes. La législation sur les droits de la personne s'appuie sur le principe que tous doivent avoir la possibilité de faire valoir leurs mérites personnels et qu'ils ne doivent pas en être empêchés par des décisions fondées sur des idées préconçues.

Pour de plus amples renseignements sur les droits que vous confère la Loi fédérale, prire de vous adresser à la Commission canadienne des droits de la personne, à l'un des bureaux suivants:

Bureau national:

TERRE NEUVE
Human Rights Commission
Department of Justice
Confederation Building
P.O. Box 4750
St. John's, A1C 5T2
Téléphone: (709) 737-2707
Téléphone: (613) 995-1151

Bureaux régionaux:

ILE-DU-PRINCE-EDOUARD
Human Rights Commission
180 Richmond Street - Room 4
P.O. Box 2000
Charlottetown, C1A 7N8
Téléphone: (902) 894-3007

MANITOBA
Human Rights Commission
Suite 200 - 323 Portage Avenue
Winnipeg, M2G 1S5
Téléphone: (204) 633-2000

SASKATCHEWAN
Human Rights Commission
Lord Nelson Arcade
Lower Arcade
5675, chemin Spring Garden
Halifax, Nouvelle-Écosse
B3J 1H1
Téléphone: (902) 426-8380

ALBERTA
Human Rights Commission
Edifice Arthur Meighen
55 1/2 avenue Si-Cuit
Péce 1115, 11ème étage
Edmonton, T5K 2H5
Téléphone: (403) 427-7661

QUEBEC
Commission des droits
de la personne
360 rue Saint-Jacques, Mezzanine
Montréal, H2Y 1P5
Téléphone: (514) 873-5146

NOUVEAU-BRUNSWICK

REGION DE L'ONTARIO

Commission des droits
de la personne
Case postale 3545
Successive postale Halifax-Sud
Halifax, Nouvelle-Écosse
B3J 3Z2
Téléphone: (416) 966-5527

REGION DES PRAIRIES

REGION DE L'OUEST

COLUMBIE-BRITANNIQUE
Human Rights Commission
880 Douglas Street
Victoria, V8W 2B7
Téléphone: (604) 387-6861

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